A3740-1.4C

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1991

ROCKY MOUNTAIN REGION (RMCPA)

American Graduate School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Kearney State University
Montana State University
University of Montana
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Peru State College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Rocky Mountain** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 8, 1991 through April 5, 1991) and cumulatively (September 1, 1990, and April 5, 1991).

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ISSN1048-7727

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/8/91 THROUGH 4/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	68	574	$24332	$26200	$28500	$24300	$20800	199	1888	$24943	$26675	$29200	$25200	$20195
BUSINESS ADMIN (INCL MGMT	22	158	22267	23583	27000	21500	16000	71	496	21614	23354	27600	21000	16000
DISTRIBUTION MANAGEMENT	+	1	+	24000				+	9	+	27211			
ECONOM & FINANCE (BANKING	28	237	23645	26242	28800	24000	15996	87	618	25157	25520	30000	25000	18000
HOTEL/RESTAURANT MGMT.	+	1	+	22000				22	39	21827	21121	22000	22000	22000
HUMAN RSRCS (incl LABOR R	1	7	24000	22929	*	*	*	2	50	18500	23885	*	*	*
MANAGEMENT INFO SYSTEMS	+	101	+	28043				12	197	25888	28044	*	*	*
MARKETING/MARK MGMT (RESR	14	215	20022	23554	*	*	*	57	584	22491	23723	28000	22000	18000
REAL ESTATE	+	1	+	21000				+	5	+	20264			
COMMUNICATIONS														
ADVERTISING	+	6	+	18917				1	39	12000	21478	*	*	*
COMMUNICATIONS	6	36	19359	21960	*	*	*	15	116	21810	21733	*	*	*
JOURNALISM	1	15	23284	20531	*	*	*	2	66	17882	19422	*	*	*
TELECOMMUN/BROADCASTING	+	8	+	21650				1	22	21037	23109	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	2	36	20656	20006	*	*	*	32	198	19147	19963	23975	19000	15000
PRE-ELEMENTARY EDUCATION	+	6	+	12967				2	27	10000	16647	*	*	*
PHYSICAL EDUCATION	+	5	+	21978				2	21	18153	19120	*	*	*
SPECIAL EDUCATION	+	8	+	20831				4	39	20650	22956	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	1	5	20000	21100	*	*	*	3	12	18133	19392	*	*	*
TEXTILES & CLOTHING	1	5	27000	23600	*	*	*	1	27	27000	21241	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				+	24	+	21388			
HUMANITIES														
FOREIGN LANGUAGES	1	2	28500	23250	*	*	*	3	18	23656	21220	*	*	*
LETTERS (incl English, Li	1	10	22706	22641	*	*	*	5	58	20421	21734	*	*	*
VISUAL & PERFORMING ARTS	3	5	24533	23800	*	*	*	6	44	21302	19873	*	*	*
HUMANITIES - OTHER	+	5	+	21360				1	37	16400	21789	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	9	+	20455				1	39	15600	20759	*	*	*
HISTORY	+	4	+	22000				3	25	17012	20629	*	*	*
POLITICAL SCIENCE/GOVT	3	14	21200	23030	*	*	*	7	66	21229	21998	*	*	*
PSYCHOLOGY	1	21	28000	20416	*	*	*	6	83	19453	19250	*	*	*
SOCIOLOGY	2	4	19056	15878	*	*	*	5	38	15542	18943	*	*	*
SOCIAL SCIENCES-OTHER	3	6	21213	21360	*	*	*	11	59	17698	19456	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	22	+	30087				2	85	32250	30188	*	*	*
AGRICULTURAL	+	6	+	30667				+	20	+	31350			
ARCHITECTURAL	1	9	23580	29804	*	*	*	3	33	25133	30709	*	*	*
BIOENGINEERING & BIOMEDIC	+	2	+	30000				+	6	+	27917			
CHEMICAL	30	384	38304	37002	40700	39400	37080	113	812	37611	37178	40200	38000	35500
CIVIL	23	101	31417	30703	37896	32000	24294	114	434	29417	29764	36000	29400	24144
COMPUTER	+	28	+	31593				6	87	32650	32126	*	*	*
ELECTRICAL/ELECTRONIC	56	326	30355	33060	37200	31990	21600	115	875	31594	33049	37200	33000	26000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				+	2	+	$29700			
INDUSTRIAL	3	79	$33839	$32440	*	*	*	9	206	$31126	32179	*	*	*
MECHANICAL	34	352	33047	33835	$38400	$33300	$27000	117	1034	34551	33980	$38500	$35000	$28800
METALLURGICAL	6	27	34600	33424	*	*	*	22	77	33939	33688	36000	33800	33000
MINING (INCL GEOLOGICAL)	4	4	31900	31900	*	*	*	16	36	31339	31116	*	*	*
NUCLEAR	+	5	+	32160				+	13	+	32627			
PETROLEUM	1	29	37800	35944	*	*	*	35	126	39597	38467	42000	40000	36600
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	10	43	26136	26856	*	*	*	21	107	28966	27839	33600	30000	25000
INDUSTRIAL TECHNOLOGY	+	+	+	+				2	12	27000	26042	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	5	12	20068	21995	*	*	*	19	47	19786	22115	*	*	*
ANIMAL SCIENCES	+	3	+	23000				2	23	21500	21528	*	*	*
PLANT SCIENCES	+	+	+	+				+	6	+	21413			
NATURAL RESOURCES	+	3	+	21133				+	9	+	21307			
OTHER AGRICULTURAL SCIENC	1	3	23004	22401	*	*	*	10	23	27114	25440	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	23	170	32242	30900	37000	32880	27600	47	470	31110	30258	36000	32300	24000
COMPUTER PROGRAMMING	+	5	+	29440				+	17	+	28914			
INFORMATION SCIENCES & SY	2	26	24780	29499	*	*	*	13	127	26843	29020	*	*	*
SYSTEMS ANALYSIS	+	1	+	24960				1	4	18600	22640	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	21943				4	59	23363	27774	*	*	*
HEALTH SCIENCES	+	3	+	20216				9	27	20720	21095	*	*	*
NURSING	+	19	+	33294				9	56	23100	28054	*	*	*
PHARMACY	+	+	+	+				+	27	+	39633			
SCIENCES														
ACTUARIAL	+	1	+	33240				+	5	+	26828			
ARCHITECTURAL & ENVIRONME	+	5	+	27860				1	16	26400	26463	*	*	*
BIOLOGICAL	1	12	24000	17865	*	*	*	6	37	20901	20103	*	*	*
CHEMISTRY	+	24	+	28572				4	47	27175	27716	*	*	*
GEOLOGY & GEOLOGICAL SCI	5	8	31360	31450	*	*	*	9	22	28733	28525	*	*	*
MATHEMATICS	1	21	24000	29409	*	*	*	12	68	27538	26213	*	*	*
PHYSICS	1	7	34020	28098	*	*	*	2	13	33260	28176	*	*	*
OTHER PHYSICAL & EARTH SC	+	1	+	26000				2	4	18400	20637	*	*	*
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	365	3249						1286	10014					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	49	440	$24801	$26922	$28000	$24300	$21600	159	1452	$25278	$27250	$29000	$25500	$21500
ACCOUNTING (PRIVATE)	14	148	23210	24583	*	*	*	37	456	23635	24800	27500	25200	14400
COMMERCIAL BANKING (CNSMR	+	20	+	22113				3	44	17333	21978	*	*	*
COMMERCIAL BANKING (LENDG	+	27	+	24981				4	58	20750	24107	*	*	*
INVESTMT BANKING (CORP FN	3	10	24900	29970	*	*	*	5	20	25100	27875	*	*	*
INVESTMT BANKNG (M & A)	+	1	+	33000				1	2	24000	28500	*	*	*
INVESTMT BANKG (REAL EST)	+	+	+	+				+	4	+	18875			
INVESTMT BANKG (SALES & T	2	9	13500	22310	*	*	*	3	15	18000	22439	*	*	*
FINANCIAL/TREASURY ANALYS	19	75	26558	27348	*	*	*	42	212	26414	26655	32000	26700	22000
PORTFOLIO MGMT/BROKERAGE	3	12	15620	20822	*	*	*	4	23	17965	21655	*	*	*
UNDERWRITING	3	27	21400	24899	*	*	*	9	82	24442	24056	*	*	*
INSURANCE - CLAIMS	1	17	18000	22332	*	*	*	5	62	23484	22483	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	5	+	18720				1	18	14400	19429	*	*	*
MEDIA PLANNING	+	3	+	21100				+	5	+	25460			
REPORTING	+	3	+	13133				1	13	12480	14975	*	*	*
PRODUCTION	1	7	24000	29543	*	*	*	2	36	20000	24706	*	*	*
PUBLIC RELATIONS	1	5	18500	21923	*	*	*	4	32	17325	19840	*	*	*
WRITING / EDITING	+	3	+	19967				1	22	18000	19864	*	*	*
MARKETING														
ADVERTISING	1	6	19500	19917	*	*	*	5	20	20660	20465	*	*	*
BRAND/PRODUCT MANAGEMENT	18	44	23810	24185	*	*	*	22	85	23117	23932	27000	22502	18000
BUYER/MERCHANDISING	3	36	23999	24572	*	*	*	3	126	23999	23303	*	*	*
DISTRIBUTION	+	12	+	25337				+	34	+	26362			
MARKET RESEARCH	1	14	27000	24264	*	*	*	3	46	26833	24914	*	*	*
PURCHASING	1	5	22000	26844	*	*	*	4	20	22400	25270	*	*	*
SALES	10	183	20868	24974	*	*	*	50	586	24732	25102	31000	25100	16640
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	1	+	20000				+	20	+	19876			
FINANC,TAXA, MONETARY POL	+	10	+	24853				6	47	21232	23040	*	*	*
ECONOMIC PROGRAMS	2	4	23296	22198	*	*	*	2	7	23296	22056	*	*	*
LAW ENFORCEMENT	+	12	+	23399				+	32	+	23152			
MILITARY	+	4	+	26625				2	28	25000	23817	*	*	*
NATIONAL SECURITY	+	+	+	+				4	7	19150	20229	*	*	*
URBAN / REGIONAL PLANNING	+	2	+	21720				2	8	20153	19104	*	*	*
ENGINEERING														
BIOENGINEERING	+	2	+	30000				+	6	+	26333			
DESIGN / CONSTRUCT	30	149	29546	30257	36600	29000	22800	69	502	29971	30779	37500	30000	23000
ENVIRONMENTAL/SANITATION	+	18	+	31854				5	87	27911	30721	*	*	*
MANUFACTURING/INDUSTRIAL	10	196	36410	33948	*	*	*	30	579	35187	33800	38500	36000	30480
SYSTEMS / PROGRAMMING	6	46	33147	32349	*	*	*	16	133	32217	32328	*	*	*
POWER SYSTEMS	3	34	33000	34807	*	*	*	11	123	33029	33179	*	*	*
SOFTWARE DESIGN & DEVELOP	1	43	37000	32158	*	*	*	9	112	32033	32283	*	*	*
HARDWARE DESIGN & DEVELOP	2	16	32100	32884	*	*	*	13	107	31429	33253	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	2	87	$29700	$35220	*	*	*	9	203	$34089	$34006	*	*	*
TESTING	4	24	25640	29680	*	*	*	9	96	26451	30524	*	*	*
PROCESS ENGINEERING	28	276	37870	37502	$40700	$39400	$36000	93	651	37398	37560	$40200	$38012	$34200
PROJECT ENGINEERING	40	217	31196	33411	37200	33000	22000	162	503	34393	34230	40200	34200	28500
OTHER ENGINEERING	46	307	32615	33141	38316	33600	26040	165	791	31980	32700	38400	32000	26000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	4	+	23125				2	19	18940	24503	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	2	+	23916			
MEDICAL TECHNOLOGY	+	3	+	18343				3	29	25983	23854	*	*	*
NURSES / PERSONAL CARE	+	18	+	32077				9	52	23100	27270	*	*	*
OCCUPATIONAL THERAPY	+	2	+	40750				1	18	22000	29866	*	*	*
PHARMACIST	+	+	+	+				+	28	+	39165			
PHYSICAL THERAPY	+	1	+	11648				1	4	29000	19045	*	*	*
RESPIRATORY THERAPY	+	1	+	28000				+	4	+	33914			
OTHER HEALTH RELATED	+	6	+	24449				8	55	19560	24038	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	1	3	18000	18000	*	*	*	1	18	18000	20218	*	*	*
COUNSELING	3	9	20704	18655	*	*	*	9	43	16362	16696	*	*	*
FUNDRAISING / DEVELOPMENT	1	1	15240	15240	*	*	*	1	1	15240	15240	*	*	*
SOCIAL WORK	1	10	16000	16940	*	*	*	4	33	15375	17176	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	15	130	29235	28713	*	*	*	33	361	28513	28561	34200	28200	24000
INFORMATION SYSTEMS	3	54	31333	30247	*	*	*	16	144	24756	29398	*	*	*
SYSTEMS ANALYSIS & DESIGN	5	87	29080	29178	*	*	*	27	221	29139	29679	36000	29000	24500
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	3	+	29747				+	11	+	30680			
AGRICULTURE/NAT'L RESOURC	4	6	20585	18863	*	*	*	16	56	21611	21504	*	*	*
ARCHITECTURE	+	2		27750				1	8	26400	26238	*	*	*
CONSULTING	1	87	29000	29310	*	*	*	7	230	26243	28933	*	*	*
HUMAN RESRCS /INDUS RELS	+	15	+	20900				1	57	19000	22394	*	*	*
MANAGEMENT TRAINEE	17	169	22275	23850	*	*	*	104	667	21750	22560	26000	22000	18000
MATH/STATISTICIANS	+	9	+	23633				1	20	30000	23651	*	*	*
PARALEGAL	+	2	+	17500				+	7	+	18571			
RESEARCHERS NON-TECHNICAL	1	5	21000	22405	*	*	*	1	7	21000	23860	*	*	*
RESEARCHERS - TECHNICAL	1	15	24000	27997	*	*	*	1	22	24000	28596	*	*	*
TEACHING	8	69	22252	20553	*	*	*	64	382	19439	20506	23975	19334	15600
TOTALS	365	3249						1286	10014					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	9	42	$28456	$30421	*	*	*	30	159	$28640	$31213	$32500	$28250	$24000
MBA--NON-TECH	22	83	44818	38952	$56000	$42500	$34000	56	222	39866	35769	56000	36500	29000
MBA--TECH	+	30	+	38152				5	49	32540	39026	*	*	*
MS-BUSINESS	1	6	40000	39587	*	*	*	1	12	40000	45120	*	*	*
ECONOMICS & FINANCE (BANK	+	51	+	43655				2	84	40500	43268	*	*	*
HUMAN RESOURCES (INCL LAB	2	15	21500	38488	*	*	*	2	19	21500	37222	*	*	*
MANAGEMENT INFORMATION SY	+	3	+	30000				4	10	33500	32720	*	*	*
MARKETING/MKTNG MGT (RESE	+	36	+	46381				+	50	+	46019			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				4	4	33250	33250	*	*	*
COMMUNICATIONS	+	+	+	+				4	6	25250	27460	*	*	*
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	6	+	21683				+	15	+	24187			
ELEMENTARY EDUCATION	+	2	+	25250				+	26	+	24472			
PHYSICAL EDUCATION	+	1	+	35000				+	4	+	24500			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	4	+	21319				+	9	+	23896			
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	12300				+	2	+	16650			
LETTERS	+	1	+	32500				1	4	13500	23500	*	*	*
VISUAL & PERFORMING ARTS	+	1	+	21000				+	2	+	21163			
HUMANITIES - OTHER	+	1	+	20004				+	4	+	31251			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	1	+	16900				+	9	+	23945			
SOCIOLOGY	+	1	+	20800				+	3	+	24267			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	13	+	30853			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	+	+	+				1	8	36500	35640	*	*	*
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	1	+	30000				+	1	+	30000			
CHEMICAL	+	12	+	38827				4	35	39611	39587	*	*	*

continued

RMCPA REGIONAL Report No. 3 APRIL 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	+	6	+	$34617				+	64	+	$34902			
COMPUTER	+	+	+	+				+	2	+	37400			
ELECTRICAL/ELECTRONIC	+	25	+	38059				3	100	$37733	38353	*	*	*
INDUSTRIAL	+	7	+	35639				+	20	+	36193			
MECHANICAL	1	39	$30000	38484	*	*	*	17	105	35109	38121	*	*	*
METALLURGICAL	+	1	+	36000				9	17	38111	37896	*	*	*
MINING & MINERAL	+	1	+	34000				2	14	42400	35007	*	*	*
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	+	3	+	39567				14	23	42469	43687	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	21962				+	3	+	21962			
HEALTH SCIENCES	+	10	+	26000				+	13	+	26231			
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	27750				+	6	+	26116			
ARCHITECTURAL & ENVIRONME	+	1	+	28080				+	1	+	28080			
BIOLOGICAL	+	1	+	18700				+	3	+	22686			
CHEMISTRY	+	5	+	34680				+	7	+	32486			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	19	+	39726				4	70	32875	37334	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	1	10	39600	36222	*	*	*	14	25	37443	36393	*	*	*
MATHEMATICS (INCL ACTUARI	+	4	+	29950				1	10	35000	28620	*	*	*
PHYSICS	+	+	+	+				1	3	28000	27219	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	36	435						179	1241					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	5	32	$38520	$47233	*	*	*	14	98	$39364	$45306	*	*	*
MBA--TECH	+	17	+	49794				+	31	+	48710			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	2	73	31850	50025	*	*	*	21	133	38551	48700	$43000	$40000	$31000
MBA--TECH	1	31	45000	52978	*	*	*	2	60	38850	54414	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	4	35	43700	47809	*	*	*	15	100	47627	47425	*	*	*
MBA--TECH	+	24	+	55808				1	54	36400	51693	*	*	*
TOTALS	12	212						53	476					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	4	+	$54750				+	9	+	$54456			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	5	+	37214			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	30000			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				1	5	$52700	50540	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				2	3	42000	46027	*	*	*
CHEMICAL	+	9	+	53204				1	16	49000	52235	*	*	*
CIVIL	2	3	$39498	40332	*	*	*	2	6	39498	41499	*	*	*
COMPUTER	+	+	+	+				+	2	+	52250			
ELECTRICAL/ELECTRONIC	+	2	+	58500				+	10	+	56220			
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	1	+	53760				+	4	+	46041			
METALLURGICAL	+	2	+	48600				2	10	45000	46464	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	1	+	36000			
BIOLOGICAL	+	3	+	30333				+	4	+	31138			
CHEMISTRY	+	34	+	49370				1	49	42400	48533	*	*	*
GEOLOGICAL (INCL GEOPHYS)	2	3	61000	52847	*	*	*	8	9	54913	52871	*	*	*
MATHEMATICS	+	+	+	+				2	6	35750	38483	*	*	*
PHYSICS	+	+	+	+				+	2	+	40000			
POLYMER	+	1	+	52200				+	2	+	52800			
TOTALS	4	62						19	148					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	25357 151 39500/21600					25000 1	21800 2		
BUSINESS ADMIN (INCL MGMT	24500 2			18900 2	16250 2	20250 4	24400 2		
ECONOM & FINANCE (BANKING	25767 3	31200 1		22080 10	27000 1	33125 4	24000 2	27250 4	15996 1
MANAGEMENT INFO SYSTEMS	25000 1						25000 1		
MARKETING/MARK MGMT (RESR		24000 1		16950 2	26000 2	23500 2	23000 1		
JOURNALISM						12480 1			
FOREIGN LANGUAGES						28500 1			
SOCIAL SCIENCES-OTHER						12000 1			
CHEMICAL								32000 1	
CIVIL								29078 13	29234 14
COMPUTER								29000 1	
ELECTRICAL/ELECTRONIC					27000 1	30667 3	32190 19	29400 3	29207 3
INDUSTRIAL						33375 1		27500 1	
MECHANICAL							35000 1	31500 4	32529 4
MINING (INCL GEOLOGICAL)								26016 1	
PETROLEUM									33000 1
ENGINEERING TECHNOLOGY						30000 1	16500 1		35947 3
AGRIBUSINESS				20300 3				16800 1	
COMPUTER SCIENCE							30922 18	21400 1	
INFORMATION SCIENCES & SY							30000 1		
BIOLOGICAL							22000 1		
CHEMISTRY								24500 1	36000 1
GEOLOGY & GEOLOGICAL SCI								22900 2	31360 5

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MATHEMATICS							18000 1	24000 2	30053 3
PHYSICS							34020 1		

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING		23000 1		18000 1	25200 1	20267 3			
BUSINESS ADMIN (INCL MGMT	21833 3	13800 1	18600 1	22500 2	18000 1	20460 21 26000/18000			
ECONOM & FINANCE (BANKING	17292 5		24333 3	25517 12		21389 9			
HOTEL/RESTAURANT MGMT.		20100 2	22000 20 22000/22000						
HUMAN RSRCS (incl LABOR R				13000 1					
MANAGEMENT INFO SYSTEMS				28391 2		23500 3			
MARKETING/MARK MGMT (RESR	20000 1	19900 1		21900 3		22028 32 31000/18000			
ADVERTISING						12000 1			
COMMUNICATIONS	15000 1		16800 1	24000 1		22051 7			
ELEMENTARY EDUCATION				18000 1					
HISTORY						15000 1			
POLITICAL SCIENCE/GOVT	22000 1		20400 1	19200 1					
PSYCHOLOGY			18000 1			21930 4			
SOCIAL SCIENCES-OTHER						20085 4			
INDUSTRIAL				26500 2					
MECHANICAL						34000 1			
INFORMATION SCIENCES & SY				29000 1		22867 3			
BIOLOGICAL						22000 1			

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			27500 3	24000 1		22416 5	18572 5		24000 1
BUSINESS ADMIN (INCL MGMT	17500 1	25000 1	25250 2		22000 1	21344 6	19267 3	19660 3	
ECONOM & FINANCE (BANKING						23923 2	25000 1		24000 1
HUMAN RSRCS (incl LABOR R						24000 1			
MANAGEMENT INFO SYSTEMS				25380 1					
MARKETING/MARK MGMT (RESR						23284 1			
COMMUNICATIONS				24500 1				18000 1	
JOURNALISM						23284 1			
TELECOMMUN/BROADCASTING						21037 1			
ELEMENTARY EDUCATION					19184 31 30500/15000				
PRE-ELEMENTARY EDUCATION					10000 2				
PHYSICAL EDUCATION					20000 1	16305			
SPECIAL EDUCATION					21700 3				17500 1
HUMAN ECOLOGY (HOME ECONO					19700 2				
FOREIGN LANGUAGES					21234 2				
LETTERS (incl English, Li					20777 4				
VISUAL & PERFORMING ARTS					21302 6				
HUMANITIES - OTHER					16400 1				
CRIMINAL JUSTICE						15600 1			
HISTORY					18018 2				
POLITICAL SCIENCE/GOVT					15000 1	26000 1	24000 1		
SOCIOLOGY					17600 1	20112 1	18000 1		
SOCIAL SCIENCES-OTHER					20400 1	16467 3			17300 1

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ARCHITECTURAL							22950 2		
CHEMICAL						16973 1			
CIVIL			32300 2	34000 1		25837 7	26498 34 36000/23040		
ELECTRICAL/ELECTRONIC		35000 2		32577 10		25547 19			
MECHANICAL		33000 1		33288 13		26126 4			
MINING (INCL GEOLOGICAL)				33800 1			24000 1		
ENGINEERING TECHNOLOGY		25000 1				23500 2	26700 1		
AGRIBUSINESS					20065 3	23000 1	20920 2		
COMPUTER SCIENCE		15000 1		30600 1		25651 3			
INFORMATION SCIENCES & SY					18960 1				
SYSTEMS ANALYSIS							18600 1		
ALLIED HEALTH							14500 1	24975 2	29000 1
HEALTH SCIENCES								24110 4	18000 2
NURSING								23700 7	20000 1
BIOLOGICAL					19702 2		24000 1	18000 1	
CHEMISTRY					17000 1	31200 1			
GEOLOGY & GEOLOGICAL SCI		32000 1					24000 1		
MATHEMATICS					16000 1	24000 1	33900 1		
OTHER PHYSICAL & EARTH SC					18400 2				

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22000 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING						13200 1	13680 2		29000 1
BUSINESS ADMIN (INCL MGMT					19500 1		30250 4	16000 1	
ECONOM & FINANCE (BANKING							24000 1		24000 2
MANAGEMENT INFO SYSTEMS							28000 2		
HUMAN ECOLOGY (HOME ECONO			15000 1						
PSYCHOLOGY				11000 1					
SOCIOLOGY			12000 1	10000 1					
SOCIAL SCIENCES-OTHER	15240 1								
AEROSPACE & AERONAUTICAL					32250 2				
CHEMICAL						36120 5			38187 31 40700/36720
CIVIL					27000 1			28808 16	36000 1
ELECTRICAL/ELECTRONIC					32767 5		32650 2	27990 2	37825 4
INDUSTRIAL					33000 1		30996 1		
MECHANICAL					30444 9	35799 5	35040 2	33000 2	37324 4
METALLURGICAL					31500 1	30000 1			
ENGINEERING TECHNOLOGY					28875 4	33000 1	30300 2		
AGRIBUSINESS						19244 9			
ANIMAL SCIENCES						21500 2			
OTHER AGRICULTURAL SCIENC						27600 5			
COMPUTER SCIENCE					30580 3				36000 1
INFORMATION SCIENCES & SY					26000 3				29000 1
HEALTH SCIENCES				15500 2					
NURSING									22000 1

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ARCHITECTURAL & ENVIRONME								26400 1	
MATHEMATICS							24000 1		40400 1

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING		28500 1							27825 16
BUSINESS ADMIN (INCL MGMT	26000 1		27000 1			22000 1		16000 1	29200 3
ECONOM & FINANCE (BANKING	33000 1	28800 1	28000 1	18000 1					28583 18
MANAGEMENT INFO SYSTEMS	27000 1								25000 1
MARKETING/MARK MGMT (RESR			21660 5						28000 3
POLITICAL SCIENCE/GOVT									22000 1
CHEMICAL			34357 7		33600 1	28600 1			38642 62 41200/36000
CIVIL						31165 4			35988 17
COMPUTER		33967 3							
ELECTRICAL/ELECTRONIC	32739 7	31143 9	33600 2		36340 3			31000 1	35019 16
INDUSTRIAL			37520 1				31740 1		
MECHANICAL	33900 2	32125 4	27500 1		32125 4	30000 1		31800 1	37327 49 41000/33600
METALLURGICAL					34065 18	36000 1			36000 1
MINING (INCL GEOLOGICAL)						32124 13			
PETROLEUM									39861 33 46000/37500
ENGINEERING TECHNOLOGY		28590 4						31777 1	
INDUSTRIAL TECHNOLOGY			27000 2						
OTHER AGRICULTURAL SCIENC			26628 5						
COMPUTER SCIENCE	30975 4				35400 1				34369 11
INFORMATION SCIENCES & SY									31800 3
MATHEMATICS									36000 1
PHYSICS		32500 1							

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING	22200 1						19100 2
ECONOM & FINANCE (BANKING			28000 1				24800 2
MARKETING/MARK MGMT (RESR			28000 1				24000 2
COMMUNICATIONS							24833 3
TEXTILES & CLOTHING					27000 1		
LETTERS (incl English, Li							19000 1
ARCHITECTURAL							29500 1
CHEMICAL		37440 1				39504 1	30600 2
CIVIL				28400 2		34350 2	
COMPUTER						34000 1	31000 1
ELECTRICAL/ELECTRONIC			34260 1		34500 1		31800 2
INDUSTRIAL							33000 1
MECHANICAL						35400 4	24000 1
PETROLEUM						37500 1	
COMPUTER SCIENCE			34250 2			28000 1	
HEALTH SCIENCES							23040 1

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	25351 157 39500/21600	27600 2		20893 - 14	22300 5	24177 14	23550 8	27250 4	15996 1
BACHELOR - TECHNICAL				20300 3	27000 1	31075 5	30785 43 40800/22000	27846 31 36000/24000	30906 34 39720/27000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	18996 11	19380 5	21733 27 25000/20400	23578 24 30000/18000	21600 2	21268 85 31000/17420			
BACHELOR - TECHNICAL				27333 3		24920 5			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	17500 1	25000 1	26600 5	24627 3	19311 58 33000/15000	21126 24 26592/16305	19787 11	19245 4	20700 4
BACHELOR - TECHNICAL		29167 6	32300 2	32959 26 44000/30600	18836 10	25382 39 35360/21201	25653 45 36000/22800	23592 14	21250 4

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	15240 1		13500 2	10500 2	19500 1	13200 1	25373 9	16000 1	25667 3
BACHELOR - TECHNICAL				15500 2	30313 29 33500/27000	27743 28 44400/17000	31372 8	29014 21 35000/27100	37450 44 40700/36000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	28667 3	28650 2	23329 7	18000 1		22000 1		16000 1	28055 42 35000/26000
BACHELOR - TECHNICAL	32375 13	31312 21 40020/27000	31103 18		34063 27 37200/32500	31843 20 36000/28000	31740 1	31526 3	37605 193 46000/33400

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	22200 1		28000 2		27000 1		
BACHELOR - TECHNICAL		37440 1	34253 3	28400 2	34500 1	34930 10	

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	28167 3	28667 6		45143 7	48218 11	29000 1	33200 4	29500 2	
MBA--TECH								24700 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	42333 3			40000 1					
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH							34000 2		

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH							43000 1		44200 5
MBA--TECH					40000 1				

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH		37400 2	46200 5	35750 4					29000 1
MBA--TECH									30000 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	25324 154 39500/21600	23727 33 31200/14400							25483 6
BUSINES. ADMIN (INCL MGMT	21400 2	16000 1	14800 1	13500 1	24000 1			12000 1	21517 6
ECONOM & FINANCE (BANKING	25500 3	25750 2	18600 2	24000 2	26500 3	24000 1		27000 1	27809 23 34000/24000
MARKETING/MARK MGMT (RESR		24000 1							25000 2
COMMUNICATIONS								15000 1	
POLITICAL SCIENCE/GOVT					22000 1				22000 1
AGRIBUSINESS				21500 1					18000 1
COMPUTER SCIENCE									32600 3

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING	25000 1		18000 1						
BUSINESS ADMIN (INCL MGMT		15000 1					16000 1	16000 1	18000 1
ECONOM & FINANCE (BANKING	15620 3	26756 5	24807 3				24000 1	18000 1	
MARKETING/MARK MGMT (RESR		23600 2	25000 1						
COMMUNICATIONS		24000 1						18500 1	
JOURNALISM						12480 1			
SOCIAL SCIENCES-OTHER				14400 1					
AGRIBUSINESS								16800 1	

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									16800 1
BUSINESS ADMIN (INCL MGMT	20900 2	24188 10			25000 1	24800 2	22667 3		20300 1
ECONOM & FINANCE (BANKING		21750 4	15996 1				27527 11		23127 2
MARKETING/MARK MGMT (RESR	19500 1	22667 3	28000 1		28500 1		23621 20 31000/15500		
ADVERTISING		12000 1							
COMMUNICATIONS	30000 1					20000 2	23371 5		
JOURNALISM		23284 1							
TELECOMMUN/BROADCASTING									21037 1
ELEMENTARY EDUCATION							18000 1		
TEXTILES & CLOTHING					27000 1				
POLITICAL SCIENCE/GOVT		20400 1					19200 1		
PSYCHOLOGY							17420 1		
SOCIAL SCIENCES-OTHER	12000 1		28000 1				16640 1		
CIVIL							29073 3		
ELECTRICAL/ELECTRONIC							36000 1		
INDUSTRIAL		33000 1							
METALLURGICAL							34068 1		
AGRIBUSINESS									23000 1
ANIMAL SCIENCES							26000 1		
OTHER AGRICULTURAL SCIENC		23004 1							
BIOLOGICAL							22000 1		

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT	20000 1								
ECONOM & FINANCE (BANKING	26592 1								
PHYSICAL EDUCATION					16305 1				
CRIMINAL JUSTICE				15600 1					
POLITICAL SCIENCE/GOVT				26000 1					
SOCIAL SCIENCES-OTHER				17500 2					
ARCHITECTURAL							22950 2		
CHEMICAL							37600 2		37635 11
CIVIL			24000 1				28496 38 36600/23000		
ELECTRICAL/ELECTRONIC							30086 15	33000 1	35850 2
INDUSTRIAL								31740 1	37520 1
MECHANICAL			26000 1				35274 10	31800 1	33478 10
METALLURGICAL									35200 3
MINING (INCL GEOLOGICAL)							33300 1	26016 1	35040 1
ENGINEERING TECHNOLOGY							26700 1		28500 2
CHEMISTRY								17000 1	
GEOLOGY & GEOLOGICAL SCI					24000 1				

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	28800 1								19500 1
MANAGEMENT INFO SYSTEMS	25000 3								
AEROSPACE & AERONAUTICAL									32250 2
ARCHITECTURAL									29500 1
CHEMICAL					37800 2	24000 1	37857 82 41200/36000	38101 8	36029 7
CIVIL							38000 1	32314 26 37800/29000	28486 43 39300/24500
COMPUTER			33967 3						31333 3
ELECTRICAL/ELECTRONIC	34097 8	32857 7	32725 4	31734 11	35000 4	30000 1	38500 1	29363 15	31871 42 40020/26000
INDUSTRIAL									29375 5
MECHANICAL	33900 1	33330 4		27000 1	33600 2	28500 2	30560 2	34707 41 41000/30000	35586 42 44000/31000
METALLURGICAL							32940 5	34023 13	
MINING (INCL GEOLOGICAL)								31313 13	
PETROLEUM								39597 35 46000/36600	
ENGINEERING TECHNOLOGY						25640 4		24250 2	31956 11
OTHER AGRICULTURAL SCIENC									28000 2
COMPUTER SCIENCE	35000 3		27750 2				35400 1	34500 1	
BIOLOGICAL					24000 1				
CHEMISTRY						24500 1	36000 1	31200 1	
GEOLOGY & GEOLOGICAL SCI								30543 7	
MATHEMATICS									34092 5
PHYSICS				32500 1					34020 1

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	22880 1				22000 1				
HUMAN ECOLOGY (HOME ECONO	15000 1								
PSYCHOLOGY									11000 1
ALLIED HEALTH			31950 1				29000 1		18000 1
HEALTH SCIENCES			23000 2						21896 5
NURSING				23100 9					
BIOLOGICAL									18000 1

AVERAGE SALARY OFFERS BY CURRICULUM/FUNCTION — APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT — CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						20000 1			18000 1
BUSINESS ADMIN (INCL MGMT	18000 1			16000 1		23500 3	27398 3		
ECONOM & FINANCE (BANKING					24550 2	30000 1			
MANAGEMENT INFO SYSTEMS					26190 2		28167 3		
ELEMENTARY EDUCATION		13350 1							
SPECIAL EDUCATION		17500 1							
FOREIGN LANGUAGES					28500 1				
POLITICAL SCIENCE/GOVT		19500 2							
SOCIOLOGY		15028 4							
SOCIAL SCIENCES-OTHER		17300 1	15240 1						
ELECTRICAL/ELECTRONIC					14100 1		28500 2		
ENGINEERING TECHNOLOGY						22000 1			
AGRIBUSINESS									20064 10
ANIMAL SCIENCES									17000 1
OTHER AGRICULTURAL SCIENC									27534 4
COMPUTER SCIENCE					30691 23 40800/26700	30667 3	30550 11		
INFORMATION SCIENCES & SY					18960 1	24320 5	29771 7		
SYSTEMS ANALYSIS							18600 1		
ALLIED HEALTH				14500 1					
HEALTH SCIENCES				15500 2					
BIOLOGICAL						22000 1			
MATHEMATICS					24000 3	18000 1			

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				30000 1					
BUSINESS ADMIN (INCL MGMT				21397 20 30000/18000			21000 1		22000 1
ECONOM & FINANCE (BANKING		26333 3		22633 12					
HOTEL/RESTAURANT MGMT.				21827 22 22200/22000					
HUMAN RSRCS (incl LABOR R				18500 2					
MANAGEMENT INFO SYSTEMS				24695 4					
MARKETING/MARK MGMT (RESR		27500 1		20494 24 23284/18080					
COMMUNICATIONS				20700 4					
ELEMENTARY EDUCATION									19378 30 30500/15000
PRE-ELEMENTARY EDUCATION									10000 2
PHYSICAL EDUCATION									20000 1
SPECIAL EDUCATION									21700 3
HUMAN ECOLOGY (HOME ECONO									19700 2
FOREIGN LANGUAGES									21234 2
LETTERS (incl English, Li			19000 1						20777 4
VISUAL & PERFORMING ARTS									21302 6
HUMANITIES - OTHER									16400 1
HISTORY				15000 1					18018 2
PSYCHOLOGY				22075 4					
SOCIOLOGY									17600 1
SOCIAL SCIENCES-OTHER				17850 2					20400 1
CIVIL		28200 2							
INDUSTRIAL				30996 1					

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
INDUSTRIAL TECHNOLOGY				27000 2					
AGRIBUSINESS				17900 2					20065 3
OTHER AGRICULTURAL SCIENC				27333 3					
ARCHITECTURAL & ENVIRONME	26400 1								
BIOLOGICAL									19702 2
GEOLOGY & GEOLOGICAL SCI		20000 1							
MATHEMATICS					30000 1			24000 1	16000 1
OTHER PHYSICAL & EARTH SC									18400 2

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25278 159 39500/21500	23635 37 31200/14400	17333 3	20500 3	25100 5	24000 1		18000 3	26147 38 34000/22000
BACHELOR - TECHNICAL				21500 1					28950 4

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	17965 4	24442 9	23484 5	14400 1		12480 1	20000 2	17500 3	18000 1
BACHELOR - TECHNICAL								16800 1	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	20660 5	22628 20 42000/18000	23999 3		26833 3	22400 4	23985 43 45000/16640		20878 5
BACHELOR - TECHNICAL		28002 2					29327 7		23000 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	23296 2			19150 4	16305 1				
BACHELOR - TECHNICAL			25000 2		24000 1		29971 69 44400/23000	27911 5	35187 30 41000/30480

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	25950 4								
BACHELOR - TECHNICAL	34306 12	33029 11	32033 9	31429 13	34089 9	26451 9	37398 93 41200/34200	34393 162 46000/28500	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	18940 2				22000 1				
BACHELOR - TECHNICAL			25983 3	23100 9			29000 1		

AVERAGE SALARY OFFERS APRIL 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	18000 1	16362 9	15240 1	16000 1	25996 5	24100 5	27783 6		18000 1
BACHELOR - TECHNICAL				15167 3	28963 28 40800/24000	25055 11	29526 21 36000/25200		21852 15

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26625 4	19000 1	21450 96 30000/18000			21000 1		19494 56 33000/15000
BACHELOR - TECHNICAL	26400 1	25733 3		25350 8	30000 1			24000 1	19050 8